

Diversity Leadership Guide

2007 Best Places to Work Rankings

Background

Beginning in 2003, The Partnership for Public Service and the Institute for the Study of Public Policy Implementation created the new and much needed Best Places to Work rankings to provide a comprehensive and authoritative rating of employee satisfaction across the agencies and their subcomponents in the Federal Government. It asks employees about their overall satisfaction with their job and the organization they work for, as well as whether they "recommend my organization as a good place to work."

The 2007 Best Places to Work Rankings are based on the data collected by the Office of Personnel Management (OPM) in its most recent Federal Human Capital Survey, completed in the summer of 2006. This survey was distributed to a random sample of over 390,000 executive branch full-time permanent employees, making it the largest survey of Federal employees ever undertaken. The survey achieved a response rate of 57 percent, resulting in a final sample of over 221,000 employees. The agencies included in the study account for 97 percent of the executive branch workforce.

Agencies and subcomponents are ranked on a Best Places to Work index score, which measures overall employee engagement. The Best Places to Work score is calculated both for the organization as a whole, and also for specific demographic groups. In addition to this employee engagement rating, agencies and subcomponents are also scored in 10 workplace environment ("best in class") categories such as effective leadership, employee skills/mission match, and work/life balance.

Best Places to Work also offers a snapshot overview of each Agency and subcomponent, trend data on changes since 2003 and 2005, tips and information for job seekers, and expert analysis of what the results mean. The rankings are published at the Best Places to Work Web site: <http://bestplacestowork.org>. In addition, the rankings are published in the U.S. News & World Report that is devoted to investigative journalism and reporting in analyzing national and international affairs, politics, business, health, science, technology, and social trends. The Best Places to Work in Federal Government is published along with America's Best Colleges, America's Best Hospitals and America's Best Health Plans, and America's Best Leaders at <http://www.usnews.com/sections/rankings>.

Dialogue Instructions

In June 2007 GRC volunteered and was selected to be one of five agencies to work with The Partnership for Public Service, to improve employee satisfaction and engagement using its 2007 Best Places rankings. The partnership will assist in providing a framework to address issues, develop an action plan, and provide models of excellence for other agencies to emulate. A best practice amongst the top ranked agencies is they share their rankings with all employees. At these top ranked agencies, managers and employees alike strive to be the best in all categories of the rankings. Attached you will find GRC's summary results. Within your work team, individually review the reports. As a team, the following questions are provided for dialogue.

1. Imagine GRC was ranked #1 in several of the categories—what would that mean to you, GRC, and the Cleveland community?
2. Many studies indicate that diversity is a best practice for top performing organizations. The Center did well in diversity; how can we leverage this to improve our rankings?
3. On page six of the report, you will notice that the workplace dimensions employee skills/mission match, teamwork, and effective leadership are the biggest predictors of employee satisfaction and engagement for GRC. Where do you see opportunities for improvement in these areas?

For information contact:

Tom Spicer, Change Management Lead, at 3-2762.

Vanessa Webbs, Diversity Program Management Analyst, at 3-3768.